



Post LEOFF Employment

Preliminary Report

**WASHINGTON STATE
Law Enforcement Officers' and Fire Fighters'
Plan 2 Retirement Board**

August 25, 2004

Key Issues

- Earlier retirement age in LEOFF Plan 2
- Expect LEOFF members to seek full-time employment to supplement retirement
- Barriers to post LEOFF employment

Policy Option 1

- Provide a choice if employed in an eligible PERS, TRS, SERS, or PSERS position
 - opt out of membership in the new system and receive their LEOFF Plan 2 pension; or
 - opt into membership in the new system and have their LEOFF Plan 2 pension suspended

Policy Option 1

- Allows person to make a choice; Decide what is more important with respect to pension
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- Employer would have to administer choice

Policy Option 2

- Remove restrictions on receiving pension when employed in eligible position and accruing additional public pension



Policy Option 2

- Eliminates barriers to non-LEOFF public employment
- Provides most benefits to members
- May create incentive for retirement at normal retirement age
- Not uniform with other Plan 2 systems

Policy Option 3

- Create retire/rehire rules that are similar to the other Plan 2 systems
 - 30 day waiting period
 - 867 hour working limit each calendar year

Policy Option 3

- Allows for receipt of pension for part of year while in public employment
- Does not allow for accrual of additional pension

Questions?

